

Implications of youth mental health challenges on U.S. employers



More young people than ever need care

↑ 28%
increase in young people with mental health diagnosis since 2018

↑ 48%
increase in those with at least two mental health diagnoses

But, many may not be getting the care they need

2 in 5 
youths with a mental health diagnosis did not receive treatment within 6 months of their initial diagnosis

48%  parents said their child was being treated with medication only

Impact on the health, well-being, and productivity of working parents

Compared to other working parents, those whose children have mental health challenges are:

2.8x
more likely to report diminished mental health

2.7x
more likely to be diagnosed with a mental health condition

2x
more likely to report feeling stressed at home

The cost to employers

7.7 hours
amount of time working parents of a child with a mental health challenge spend a week managing their child's needs

4 workdays
number of days per month disrupted due to time needed to care for a child's mental health

\$200B
annual spending by U.S. employers on behavioral health costs for employees and their dependents

\$47.6B
estimated annual indirect costs for employers related to mental health, such as lost productivity

55%

Parents face barriers getting children the care they need

More than half of working parents experienced challenges obtaining care for their child. The most prevalent barriers:


finding a provider


affording care


long wait times to get an appointment

Top ways employers can support parents

- Enhanced provider network
- Time off for appointments
- Virtual care access
- Services to help child with stress
- Supportive workplace culture
- Education about benefits & services

Areas of opportunity for employers to drive better behavioral health outcomes



Care
Guiding employees and families to evidence-based behavioral health treatments



Customization
Providing a data-driven, actionable, personalized approach to behavioral health care



Culture
Helping alleviate stigma, educating employees, and addressing social determinants of health



Community
Supporting individual, workplace, and community connectivity